

## **CASE STUDY**

Joe is the lead person on a team of consultants who have been hired to prepare a document. One of the requirements was to incorporate an Anti-Racist / Anti-Oppressive (ARAO) framework throughout the document.

Azizi, a staff member (who identifies as a Black immigrant woman) has been asked by a colleague to review Joe and his teammates' draft and provide feedback. In the feedback meeting with Joe's team, she tells them, "I think your ARAO analysis is weak –" but before she can finish her sentence, Joe (a white Canadian-born man) cuts her off and says, "What! How dare you suggest such a thing! Why, we are established professionals with years of experience and publications on this topic – we essentially have degrees in ARAO!"

### **Discussion Questions:**

1. What are the power dynamics happening here?
2. How do you imagine Azizi might be feeling?
3. How do you imagine Joe might be feeling?
4. What risks did Azizi take by speaking her truth?

- a. Can you think of any risks associated with NOT speaking up?
  - b. What are the potential benefits of each course of action?
5. Do you think that Joe responded appropriately to Azizi's feedback?  
Why or why not?
6. What might be a better way for Joe to respond to Azizi's feedback?  
Please suggest word-for-word examples of statements he could use.
7. How can Azizi's colleague (who is also present at the meeting) support her and help to ensure her safety in this space?
8. There is now a lot of tension in the meeting room. What could be done to defuse and resolve the conflict in a respectful, accountable, and productive way?